



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

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To

Sri Prahlad Joshi ji
Honourable Minister of Coal & Parliamentary Affairs,
Government of India
New Delhi

Sub: Implementation of VRS Scheme in Coal India Ltd.

Sir,

With your kind permission, we, the All India Association of Coal Executives (AIACE), may be permitted to highlight the issue of implementation of Voluntary Retirement Scheme (VRS) in Coal India Ltd.

In the present globalised scenario, right sizing of the manpower employed in an organisation has become an important management strategy in order to meet the increased competition. The voluntary retirement scheme (VRS) is the most humane technique to provide overall reduction in the existing strength of the employees. Implementing this scheme ensures improved productivity and overall performance of the organisation.

To take advantage of the gains of VRS, Industries are implementing this scheme from time to time. In a latest move, Steel Authority of India Ltd. (SAIL) had introduced it recently and had approved giving voluntary retirement compensation to 1,269 employees totalling Rs 254 cr. Coal and Steel industries are also inter-related and inter-mingled industries and thus demand identical approach in both industries. Probably taking this fact into consideration, a committee was constituted in 2017 to deliberate and formulate the draft Voluntary Retirement Scheme (VRS) for the employees of CIL. The nine-member committee comprised of four representatives each of management and trade unions, a representative of the Coal Mines Officers' Association of India (CMOAI) and a co-ordinator. However, the committee is yet to formulate the VRS. The committee was also to examine the feasibility of allowing a VRS optee retain company accommodation on lease-basis along with lifetime medicare facilities.

The country is expected to achieve the coal production of 1.5 billion tonne by 2022 and in this competitive world, going for VRS will be a viable option for sustainability and profitability of CIL. Hence, we request you for the needful to seek appropriate report at the earliest so that VRS scheme may be implemented at the earliest.

Thanking you,

Yours sincerely,

P K SINGH RATHOR
Principal General Secretary